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CENTRAL INTELLIGENCE AGENCY

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COUNTRY	USSR	REPORT NO.	
SUBJECT	Overtime Pay in the USSR	DATE DISTR.	28 October 1955
		NO. OF PAGES	3
DATE OF INFO.		REQUIREMENT NO.	
PLACE ACQUIRED		REFERENCES	
DATE ACQUIRED			

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LIBRARY SUBJECT AND AREA CODES (17)
3-02-0406 10/55
762.2 N
762.1 N

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THIS IS UNEVALUATED INFORMATION

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1. According to general practice in the USSR, a worker's pay is increased 50 percent for the first hour of overtime and for every subsequent hour 25 percent. The same rule applies to personnel employed on a monthly salary basis or on time rate, progressive rate, or on a piece rate basis. In these cases the worker's hourly pay is determined on the basis of his average earning for an eight-hour working day.
2. Overtime work is sometimes scheduled as a lesser evil to insure plan fulfillment or to eliminate bottlenecks. Often the technical staff of a plant, together with a number of qualified workers, perform overtime work in order to ready new items for production.
3. The number of overtime hours scheduled depends upon circumstances, but as a rule they do not exceed four to six hours per day. Work is rarely done on Sundays and then the base pay is increased by 50 to 100 percent. Overtime work performed on holidays is compensated for by a 300 percent increase. Overtime pay must be granted for every hour beyond the normal eight-hour working day, even in case the overtime work is resulting from a lay-off during the regular day. However, as a rule, for the idle hours during the lay-off, the worker's pay is reduced.
4. The plant manager can not independently decide to schedule overtime work. He is bound by two factors:
 - (a) The director cannot exceed the wage budget which was fixed within the yearly production plan without authorization from his superiors who, depending on circumstances, may be from the corresponding

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ministry, the trust, the City Soviet, etc. Since transgressing of the wage budget would indicate bad management, overtime work is generally avoided.

- (b) In the beginning of each year, an agreement is concluded between the plant management and the labor union. In this agreement, the obligations of both parties are established. In addition, the union's approval must accompany the sanction of any overtime work. It is true that this approval remains more or less a formality.

5. In general, Soviet workers do not object to overtime work because they are able to improve their material situation to a certain extent with their overtime pay.

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